



A Study On Employees Working In Day And Night Shifts In Spinning Mills In North Tiruppur City

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Abstract: The present study examines the working conditions, job stress, and work–life balance of employees working in day and night shifts in spinning mills in North Tiruppur City. The study aims to understand how shift work influences employees’ health, productivity, and personal life. Data were collected using a structured questionnaire and analyzed using simple statistical tools. The findings indicate that workload and shift timings contribute to employee stress and affect work–life balance. The study concludes that improving working conditions, providing stress management support, and implementing proper shift scheduling can enhance employee well-being and organizational productivity.

Key words: Shift Work, Day Shift, Night Shift, Spinning Mill Employees, Working Conditions, Job Stress, Work–Life Balance

INTRODUCTION

The spinning mills is major sector within the global economy, focused on the production of tread and apparel. It involves the manufacturing, and distribution of treads. The industry plays a critical role in both developed and developing countries, providing millions of jobs across various stages of production, including textiles, stitching, and finishing. The company employees work both day and night shifts. Employees also work overtime in the company for salary benefits and other personal reasons. Day and night-shift employees in spinning mills face several issues related to their work schedules and working conditions. Their roles in the mills vary based on the department and shift assigned. Spinning mill are produced in a wide variety of materials, such as cotton, wool, synthetic fabrics, and blends. The industry is known for its complex supply chains, with raw materials often sourced from one country, manufactured in another, and sold globally. The spinning mills has been significantly influenced by factors such as globalization, technological advancements, and trends in consumer behavior. It has faced challenges related to sustainability, labors rights, and ethical production practices, leading to growing demand for eco-friendly and fair-trade clothing. Despite these challenges, the spinning mills sector remains one of the largest industries worldwide, with a substantial impact on trade, employment, and cultural exchange.

OBJECTIVES

- To examine the level of work flexibility available to employees in spinning mills.
- To evaluate the relationship between employee welfare measures and productivity in spinning mills.
- To identify the workload and stress management practices of employees working in spinning mills.
- To analyse the impact of day and night shift work on employee's work-life balance in spinning mills.

SCOPE OF THE STUDY

- The scope of this study is to understand the working life of employees who work in day and night shifts in spinning mills in Tirupur City. It focuses on their daily work routine, shift timings, overtime work, and the type of work they do in different sections of the mills. The study also looks at the difficulties employees face while working in shifts, such as tiredness, health problems, stress, and lack of proper rest.

STATEMENT OF PROBLEM

Employees working in day and night shifts in spinning mills experience several challenges in their daily work life. Long working hours, exposure to heat, poor ventilation, and insufficient rest often lead to health issues such as fatigue, headaches, and physical strain. Irregular shift timings disturb sleep patterns and reduce the time employees can spend with their families, affecting their personal life and well-being. Many employees also feel dissatisfied due to limited recognition, unclear performance evaluation, and fewer opportunities for career growth. In addition, safety concerns and communication difficulties, especially among women and migrant workers, create further workplace problems. These issues ultimately affect employee health, satisfaction, and productivity, making it important to study the problems faced by spinning mill workers.

REVIEW OF LITERATURE

Devi and Kannan (2016) welfare facilities provided in spinning mills. Their findings revealed that basic facilities such as clean drinking water, ventilation, rest rooms, and first-aid services significantly influence employee satisfaction. The absence of proper welfare measures resulted in higher dissatisfaction and absenteeism. The study emphasized that welfare provisions directly contribute to employee morale and productivity

Mohan and Devi (2017) highlighted that night-shift employees in spinning mills were more exposed to occupational health hazards due to reduced supervision and limited medical facilities during night hours.

Nithya and Rajan (2022) This study investigated work-life balance among shift workers in industrial sectors. The findings revealed that employees with flexible scheduling options experienced better psychological well-being. Rotating shifts without proper planning negatively affected family life and mental health. The study recommended structured shift planning to enhance work-life balance.

DATA ANALYSIS & INTERPRETATION

PERCENTAGE ANALYSIS

Gender of the Respondents

S.NO	GENDER	NO. OF RESPONDENTS	PERCENTAGE
1	Male	84	75
2	Female	28	25
	Total	112	100

INTERPRETATION

From the following table, it is clear that 75% of the respondents belong to the male category and 25% of the respondents belong to the female category. **The majority of the respondents are male.**

Age of the Respondents

S.NO	AGE	NO. OF RESPONDENTS	PERCENTAGE
1	18 – 30	47	42
2	30 – 40	45	40
3	40 – 50	12	11
4	50 – Above	8	7
	Total	112	100

INTERPRETATION

From the following table, it is clear that 42% of the respondents belong to the 18–30 age category, 40.2 % of the respondents belong to the 30–40 age category, 10.7% of the respondents belong to the 40–50 age category, and 7.1% belong to the 50 and above age category. **The majority of the respondents are the 18–30 age.**

Education qualification of the Respondents

S.NO	EDUCATION QUALIFICATION	NO. OF RESPONDENTS	PERCENTAGE
1	Post graduate	16	14.3
2	Under graduate	57	50.9
3	HSC	32	28.6
4	SSLC	7	6.3
	Total	112	100.0

INTERPRETATION

From the following table, it is clear that 14.3% of the respondents are Post Graduates, 50.9% of the respondents are Under Graduates, 28.6% of the respondents have completed HSC, and 6.3% of the respondents have completed SSLC. **The majority of the respondents are Under Graduates.**

Monthly Income of the Respondents

S.NO	MONTHLY INCOME	NO. OF RESPONDENTS	PERCENTAGE
1	Below – Rs.5000	13	11.6
2	Rs.5000-Rs.10000	38	33.9
3	Rs.10000-Rs.20000	45	40.2
4	Above Rs.20000	16	14.3
	Total	112	100.0

INTERPRETATION

From the following table, it is clear that 11.6% of the respondents earn below Rs.5000, 33.9% of the respondents earn between Rs.5000–Rs.10000, 40.2% of the respondents earn between Rs.10000–Rs.20000, and 14.3% of the respondents earn above Rs.20000. **The majority of the respondents earn between Rs.10000–Rs.20000.**

Current working shifts of the respondents

S.NO	CURRENT WORKING SHIFT	NO. OF RESPONDENTS	PERCENTAGE
1	Day shift	53	47.3
2	Night shift	19	17.0
3	Rotating shift	40	35.7
	Total	112	100.0

INTERPRETATION

From the following table, it is clear that 47.3% of the respondents are working in the day shift, 17% of the respondents are working in the night shift, and 35.7% of the respondents are working in the rotating shift. **The majority of the respondents are working in the day shift.**

Factors affecting the work life balance

S.NO	FACTORS AFFECTING THE WORK LIFE BALANCE	NO. OF RESPONDENTS	PERCENTAGE
1	Lack of job security	24	21.4
2	Work load	51	45.5
3	Working hours	26	23.2
4	Improper working environment	11	9.8
	Total	112	100.0

INTERPRETATION

From the following table, it is clear that 21.4% of the respondents stated lack of job security as a factor affecting work-life balance, 45.5% of the respondent's stated workload, 23.2% of the respondents stated working hours, and 9.8% of the respondents stated improper working environment. **The majority of the respondents are reported workload as the main factor affecting their work-life balance.**

FINDINGS

- ❖ Majority of the respondents (75%) are male employees.
- ❖ Majority of the respondents (42%) belong to the 18–30 years age group.
- ❖ Majority of the respondents (50.9%) are Under Graduates.
- ❖ Majority of the respondents (40.2%) earn a monthly income between Rs.10,000 – Rs.20,000.
- ❖ Majority of the respondents (47.3%) are working in the day shift.
- ❖ Majority of the respondents (45.5%) identified workload as the main factor affecting work-life balance.

SUGGESTION

- The organization may encourage equal employment opportunities and create a supportive work environment to increase female participation in spinning mills.
- The organization may provide skill development and career growth programs to support young employees in improving their professional development.
- Training and development programs can be conducted to enhance employees' technical skills and knowledge for better job performance.
- The management may review salary structures and provide incentives or benefits to improve employee satisfaction and motivation.
- Proper rotation of shifts may be implemented to ensure equal workload distribution and reduce work fatigue among employees.

CONCLUSION

This study focuses on employees working in day and night shifts in spinning mills in North Tirupur City and examines their working conditions, job stress, and work–life balance. The findings show that workload, long working hours, and shift timings create stress and sometimes affect employees' productivity and personal life. Although basic facilities are available, employees expect better welfare support and career growth opportunities. The study concludes that improving working conditions, ensuring proper shift planning, and providing supportive policies can help enhance employee well-being, job satisfaction, and overall organizational productivity.

